

## Chapter 18

### Economy and Work

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## Chapter Outline

- Economy and Society
- The Changing Global Economy
- Theoretical Perspectives on Work
- Characteristics of the Labor Force
- Diversity in the U.S. Occupational System
- Worker Safety

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## Economy and Society

- All societies are organized around an economic base.
- The economy of a society is the system by which goods and services are produced, distributed, and consumed.
- How the economic structure of a society is organized shapes how work is done and who performs it.

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## Industrial Revolution

Social changes:

- Separation of work and family
- Transformation of the consumption of energy
- Specialization
- Cash-based economy

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## Economic Systems

- **Capitalism** - based on market competition, private property and pursuit of profit.
- **Socialism** - means of production are the property of the state.
- **Communism** - state is the sole owner of the systems of production.

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## The Changing Global Economy

- In a global economy, economic transactions, including investment, production, management, markets, labor, information, and technology, cross and penetrate national borders, and nations become increasingly interdependent.
- Multinational corporations draw a large share of their revenues from foreign investments and conduct business across national borders.

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## Deindustrialization

- The transition from a goods-producing economy to one based on the provision of services.
- The goods are still produced, but fewer workers in the U.S. are required to produce them because machines can do work people did.
- At the end of WWII, 51% of workers in the United States were employed in manufacturing based jobs.
- Now, 75% are employed in what is called the service sector.

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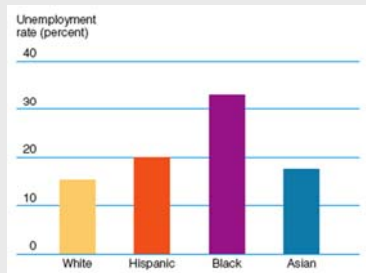
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## Teen Unemployment




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## Top Ten Occupations by Job Growth, 2002–2012

	Number of Jobs	% Growth
Registered nurses	623	27
Postsecondary teachers	603	38
Retail salespersons	596	15
Customer service representatives	460	24
Food preparation and serving workers, including fast food	454	23

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## Top Ten Occupations by Job Growth, 2002–2012

	Number of Jobs	% Growth
Cashiers, except gaming	454	13
Janitors and cleaners	414	18
General and operations managers	376	19
Waiters and waitresses	376	18
Nursing aides, orderlies, and attendants	343	25

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## Technological Change

- *Automation* is the replacement of human labor by machines.
  - Robots can perform repetitive tasks once done by human workers.
- *Deskilling* occurs when the level of skill required to perform a certain job declines over time.

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## The Impact of Economic Restructuring

- Just as the workplace is becoming more diverse, there is growing inequality between the different groups in the labor market.
- For some people, there is too much work; for others, too little.
- Those who are employed are now working longer hours.
- Economists calculate that since 1979, workers have increased their annual working hours by three weeks per year.

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## Mismatch theory

- Argues that specific groups are disadvantaged in the labor market by the combination of residential segregation and the movement of jobs to suburban areas.
- The movement of jobs from center city areas has a disproportionately negative effect on minority workers, especially minority women and young Black and Latino men.

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## Contingent workers

- These workers do not hold regular jobs, but their employment is dependent on demand.
- These workers include those who contract independently with employers, temporary workers, on-call workers, the self-employed, part-time workers, and day laborers.
- Contingent workers are estimated now to comprise 30% of the labor force—a huge increase over the past thirty years and the most rapidly growing sector of the economy.

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## Theories on Work

Theory	Defines Work
Functionalism	Integrates people in the social order
Conflict Theory	Creates class conflict due to unequal rewards
Symbolic Interaction	Organizes social bonds between people in work settings

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## Theories on Work

Theory	Work organizations
Functionalism	Integrated with other social institutions
Conflict Theory	Produce alienation, among those who perform repetitive tasks
Symbolic Interaction	Interactive systems within which people form relationships

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## Theories on Work

Theory	Changing work systems
Functionalism	Adaptation to social change
Conflict Theory	Based in tensions from power differences
Symbolic Interaction	Result of changing meanings of work resulting from changed social conditions

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## Theories on Work

Theory	Wage inequality
Functionalism	Motivates people to work harder
Conflict Theory	Reflects the devaluation of different classes of workers
Symbolic Interaction	Produces different perceptions of the value of different occupations

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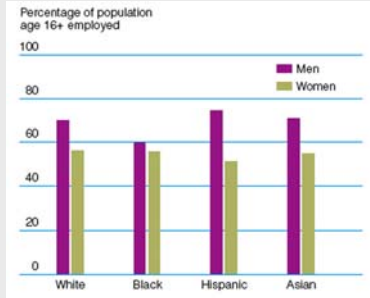
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## Employment Patterns by Race and Gender




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## Employee Benefit Programs

Private Establishments: 100 or more employees			
Paid time off	Professional and Technical Employees	Clerical and Sales Employees	Blue-Collar and Service Employees
Holidays	89%	91%	88%
Vacations	96	97	94
Medical Health Care Benefits	79	78	74
Funeral Leave	84	85	76

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## Employee Benefit Programs

Private Establishments: Less than 100 employees			
Paid time off	Professional and Technical Employees	Clerical and Sales Employees	Blue-Collar and Service Employees
Holidays	86%	91%	71%
Vacations	90	95	79
Medical Health Care Benefits	67	60	49
Funeral Leave	60	60	42

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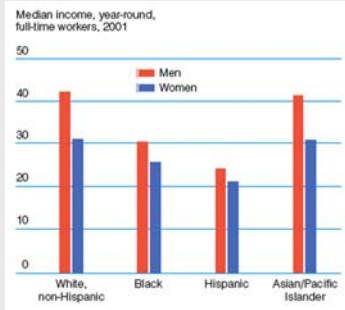
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## The Income Gap




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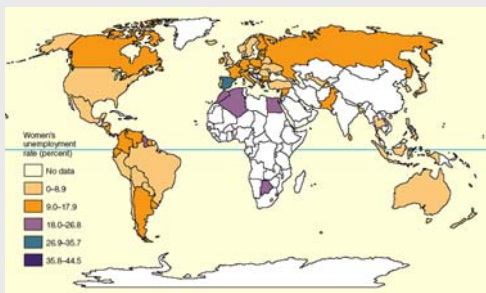
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## Women and Global Unemployment




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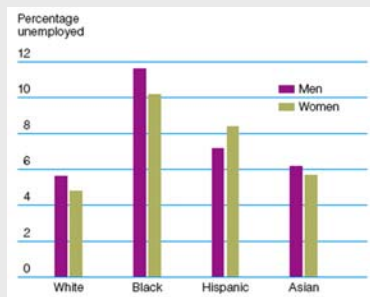
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## Unemployment Rates by Race and Gender




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## Categories of Labor

1. Managerial and professional
2. Technical, sales, and administrative support
3. Service and office occupations
4. Natural resources, construction, and maintenance occupations
5. Production, transportation, and material moving occupations.

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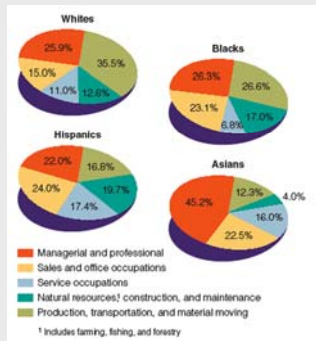
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## Occupational Distribution




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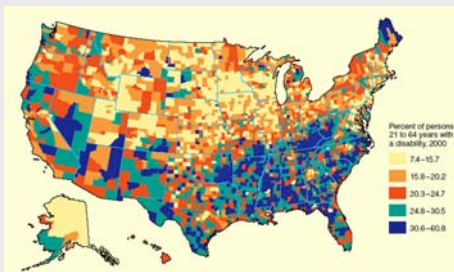
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## Regional Differences in Disabled Among Working-Age Population




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## Gays and Lesbians in the Workplace

- When asked about specific occupations:
  - 78% say gays should be hired as doctors.
  - 72% think gays should be employed in the military.
  - 63% think gays should be employed as high school teachers.

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## Forms of Sexual Harassment

- *Quid pro quo* - forces sexual compliance in exchange for employment.
- Hostile working environment - unwanted sexual behaviors are a condition of work.

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## Quick Quiz

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1. The system by which goods and services are produced, distributed, and consumed is referred to as:
- a. the industrial system
  - b. the economic system
  - c. the global economy
  - d. the political system

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Answer: b

- The system by which goods and services are produced, distributed, and consumed is referred to as **the economic system**.

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2. The transition from a predominantly goods-producing economy to one based on the provision of services is referred to as:
- a. automation
  - b. technological change
  - c. deindustrialization
  - d. reindustrialization

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Answer : c

- The transition from a predominantly goods-producing economy to one based on the provision of services is referred to as **deindustrialization**.

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3. "Work organizations produce alienation, especially among those who perform repetitive tasks." This statement is most closely related to:

- a. symbolic interaction
- b. functionalism
- c. evolutionary theory
- d. conflict theory

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Answer: d

- "Work organizations produce alienation, especially among those who perform repetitive tasks." This statement is most closely related to **conflict theory**.

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4. Work organizes social bonds between people who interact within work settings." This statement is most closely related to:
- a. conflict theory
  - b. functionalism
  - c. symbolic interaction
  - d. feminist theory

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Answer : c

- "Work organizes social bonds between people who interact within work settings." This statement is most closely related to **symbolic interaction**.

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